



**CONTINUOUS RECRUITMENT EXAMINATION OPEN TO THE PUBLIC
EQUAL EMPLOYMENT OPPORTUNITY
SPECIALIST 2**

ANNUAL \$70,662 SALARY: \$96,351 **SALARY GROUP: MP 60** **APPLICATION CLOSING DATE: SEE BELOW** **EXAM NO: 070762CRFD**
(REISSUED WITH DATES FOR 2014/2015)

PURPOSE OF CLASS: In a state agency this class is accountable for managing affirmative action plans and activities and performing the most complex tasks in an Equal Employment Opportunity program.

MINIMUM QUALIFICATIONS REQUIRED

IN ORDER TO BE CONSIDERED FOR THIS EXAMINATION, YOU MUST INDICATE ON YOUR APPLICATION THAT YOU HAVE THE FOLLOWING EXPERIENCE AND TRAINING BY THE CLOSING DATE:

GENERAL EXPERIENCE: Seven years of professional experience in affirmative action, equal opportunity assurance or human resources management.

SPECIAL EXPERIENCE: Three years of the General Experience must have involved primary responsibility for affirmative action or equal opportunity assurance in an employment setting.

SUBSTITUTIONS ALLOWED: (1) College training may be substituted for the General Experience on the basis of fifteen semester hours equaling one half year of experience to a maximum of four years for a Bachelor's degree. (2) A Master's degree in public administration, human resources management, labor relations or a closely related field or a law degree may be substituted for one additional year of the General Experience. (3) For state employees one year of experience as an Equal Employment Opportunity Specialist 1 may be substituted for the General and Special Experience.

SPECIAL REQUIREMENTS: (1) Incumbents in this class may be required to travel. (2) Incumbents in this class must complete ten hours of annual training in state and federal discrimination laws and internal discrimination investigation techniques which will be provided by the Commission on Human Rights and Opportunities and the Permanent Commission on the Status of Women.

KNOWLEDGE, SKILLS AND ABILITIES (KSA's): Considerable knowledge of relevant state and federal laws, statutes, and regulations; considerable knowledge of affirmative action plans and programs, considerable knowledge of interviewing and counseling techniques; considerable investigatory ability; knowledge of merit system selection process including recruitment, examination and classification; considerable interpersonal skills; considerable oral and written communication skills; ability to develop and implement affirmative action plans; ability to compile, analyze and evaluate human resource records and statistical information; ability to utilize human resource information systems; some supervisory ability.

THE EXAMINATION WILL BE COMPOSED OF: **PART** **WEIGHT**
(Exam questions will cover KSA's listed above.) **WRITTEN** **100%**

(Applicants admitted to take both the Equal Employment Opportunity Specialist 1 and Equal Employment Opportunity Specialist 2 examinations will only need to attend one examination session. You must apply for each examination separately if you wish to be considered for jobs in both titles.)

APPLICATION PROCEDURE: In order to be considered for admittance into this examination, you must complete all parts of the examination application (CT-HR-12) detailing how you meet the minimum experience and training requirements stated above. Make certain your application form clearly details your employment history, including job titles, dates of employment and actual job duties as well as college degrees earned and current licenses and certifications. Applications must be date stamped by DAS/Human Resources or postmarked by **December 29, 2014 for the February 10, 2015 test date; and by June 29, 2015 for the August 13, 2015 test date.** (Reserve the whole day as the exam may be held in the morning or afternoon.) Mail applications to DAS/Human Resources, Room 404, State Office Building, 165 Capitol Avenue, Hartford, Connecticut 06106-1658 (Secure Fax #860-622-2840). If faxing materials make certain that your application form is complete and transmitted correctly and without error. Keep a copy of your completed application package and fax transmittal receipt for your records. Incomplete faxes or faxes received blank because pages were faxed upside down will not be accepted. Due to the large number of applications received, we cannot confirm receipt of applications. Applicants must meet the experience and training requirements by the closing date for the exam administration they are applying for. **A separate application form must be submitted for each exam you are applying for.**

FORMS: Application forms (CT-HR-12) and exam announcements are available from the Department of Administrative Services (<http://das.ct.gov/employment>) or at the Offices of the Connecticut State Job Centers.

(revised November 14, 2014)

AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

The State of Connecticut is an equal opportunity/affirmative action employer and strongly encourages the applications of women, minorities, persons with disabilities and military veterans.